A STUDY ON

"IDENTIFICATION & IMPACT OF PASSION ON PERFORMANCE OF EMPLOYEES IN CHEMICAL, ENGINEERING & PHARMA INDUSTRIES"

A

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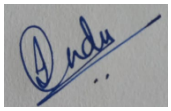

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Title:

A Study On "Identification & Impact Of *Passion On Performance of Employees* In Chemical, Engineering & Pharma industries"

Introduction:

"Working hard at something you dislike is called stress. Working hard at something you love is called passion" - Simon Sinek.

Only passionate employees strengthens and sustains the growth of any organization. Passion in a leader is that element which is not only contagious to its team but also it creates value for the organization by leveraging its own and others competencies. The most gifted employees are not only good Performers who drive vision but predominantly have the "passion" towards what they do which attributes towards the growth of organization and one self in manifold way. "Passion Gap" is a gradual process and it is important to identify the same at an early stages it will have huge impact on the sustainability of business.

In today's rapidly changing business environment, organizations need passionate workers because such workers can drive extreme and sustained performance improvement. Vellerand (2010) is the first researcher who gave insights on "Dualistic model of Passion" & all studies worldwide have reviewed Vellerand's model and derived that passion has major impact on the performance.

This study of Passion and Performance is been done to identify & gauge the passion & performance levels of employees who work in an organization and see how their passion impacts performance in any ways helps to increase in their performance at work.

Significance of Study

Though passion seems to have 2000 years of intellectual history, the field of psychology has not captured its emotional aspect involving intense personal interests, commitment, and over-commitment until recently (Krapp, 2002). Many literatures report its coverage in the context of numerous non-work activities like sports, gambling, romance, internet use as well as in the world of corporates. Most creative work is an outcome of passion, influenced both by a person's basic interest in a particular kind of work and by the work environment surrounding the and is stated to result in cognitive, affective, and instrumental outcomes (Vallerand &Houlfort, 2003). It is even put forward as being an active ingredient for venture growth (Baum, Locke, & Smith, 2001), well-being (Burke &Fiskenbaum, 2009), and entrepreneurial success (Cardon, Zietsma, Separate, Matherne, & Davis, 2005). Despite its practical significance, the organizational sciences have yet to develop an informed understanding of the content domain, predictive efficacy, and influence of passion on performance at workplace.

Literature Study

Sr.	Review By	Key Content	Research Gap
1	The Dualistic Model of Passion (Vallerand, 2010)	Says, Passion as a strong inclination toward a self-defining activity that one loves, values, and in which one invests a substantial amount of time and energy. The model proposes two distinct types of passion; (HP Harmonious Passion & OP obsessive passion)	This research talks about 2 types of passion only, however what are those attributes of a passionate employee is not mentioned, which is a part of proposed research.
2	John Hagel, John Seely Brown, Alok Ranjan, Daniel Byler (Delloite)	It says that Passion gap can lead organizations to struggle for higher levels of achievement, it has also revealed the unexpected profile of passionate workers, their motivations, and the reasons they are so important for a resilient workforce. It also identifies tactics for finding and developing these qualities within the	How passion can lead to various leadership traits / actions is missing To what extent the passion can impact the performance is not clear Only working Environment as a deciding factor of Passion is mentioned whereas factors like managers, financial support,

		workforce, including tangible steps for how companies can create work environments that unlock worker passion at all levels of the existing workforce.	interest in another passion, family issues have not be a part
3	Hersey–Blanchard situational leadership theory	This theory identified four levels of maturity M1 through M4: M4 - Capable & Confident M3 - Capable but unwilling M2 Unable but confident M1 - Unable and insecure	This theory focusses on an individual and not the leader. Secondly, the element of passion that leads him/her to various category is missing. Finally continuous feedback and coaching is missing
4	Energy Investment Model Don Tosti& Fred Nicolas	The theory has focused on the element of employee engagement which is portrayed in 2*2 Matrix with Attitude & Effort resulting in 4 types of performers; Deadwoods, Spectators, Cynics, Players	The theory fails to analyses the element of passion leading the managers in these categories. The element of feedback and coaching is missing. Also how can it further create maximizers is missing
5	Person Environment Fit for Passion (PE-Fit) Lewin (1935)	Performance can be derived on factors like People - Task, People- Org (extra role), Networking/ Social Fit If an employee's meets the KSA, he should be a performer, if their values match those of the organization, he will be People Org Fit, & when values match with the employees its People Env Fit.	In sum, fit is an important selection criteria, however, fit will not manifest itself into performance unless accompanied by proper social conditions.
6	3 Factor Model on Employee Passion by Niharika Gaan and Kalyani Mohant	The study suggests cognitions (work cognition), affects (work affects), and behaviors (work rumination) to be preceding the formation of dualistic status of passion (harmonious and obsessive passion) provides a good basis for future investigation	This research gives a dimension that work rumination is positive. However which employees are in work rumination mode and how can those employees who are in obsessive passion can be engaged further is absent
7	Angyal (1941) , Holland's Model Of Occupational Types	Where PE-Fit triggers unpleasant affect, there is potential of less productivity, and where there is a good PE-Fit, the person will experience positive affect, less anxiety,	Work environment as also quoted by Lewin(1935) plays an important role for ensuring passion. Work environment/ culture is considered as one of the

		greater cognitive ability and subsequently experience higher performance.	parameters for passion but want to prove that it is not the only determining factor to measure passion.
8	The Moskowitz and Cote (1995)	This model states that people experience **positive** affect when in engaging in behaviors **concordant** with their traits and **unpleasant** affect when engaging in behaviors **disconcordant** with their traits. This may account for variances due to affective dynamics of agreeableness and neuroticism and potential for passion	The passion for work or the task what you do may have very little to do with element of like-mindedness. Even if the people are of different traits, a leader will always possess to know the passion of employees and leverage to give tasks which can be done best as per the strength. Hence this study has considered only one aspect of positive and negative feelings against other people for knowing passion
9	Salovey and Mayer (1994)	The study highlights the ability to monitor one's own and others' feelings and emotions, to discriminate and use it to guide one's thinking and actions.' The operative term here is 'actions' and how emotions, such as passion, can drive performance. The Mayer-Salovey-Caruso EI Test (MSCEIT) has also been designed based on a series of emotion-based problem-solving items.	EI does not directly address passion as an emotion which can provide positive impact to an organization's performance hence can be further explored
10	Resistance To Change (Rtc) Scale - Oreg 2003	This study provides a new perspective on Holland's theory of occupational types. Environments are often dynamic and prone to change; individuals are more frequently required to accommodate such changes. The ability to **accept change** is considered a necessary response to global competition, relevant to both labor markets and organizations	Change plays an important role for ensuring sustainability of passion. Resistance to Change is considered as one of the parameters for passion but want to prove that it is not the only determining factor to measure passion.

11	You Need Both Passion and Compassion to Lead - John Baldoni	Passion is the fuel that drives you to immerse yourself in your work and deliver results. Compassion is what you extend to others; it is the manifestation of caring and concern.	Many studies have shown that a high performer need not be equally good at people management skills which may lead to depletion of performance over the period of time. This research focusses of the element of people management skills but is not able to highlight how passion can lead to performance
12	How Your State of Mind Affects Your Performance by Alexander Caillet, Jere proposed Hirshberg and Stefano Petti	This researcher studied 18 state of mind that influences the performance of employees. The outcome was that 94% of respondents reported that Calm, Happy and Energized (CHE) are the three that drive the greatest levels of effectiveness and performance	State of mind may differ from Situation to situation, but passion cannot differ. The element of how passion can affect performance is not mentioned in this research
13	Kant (Greenberg, 2001)	believed the possibility of experience depends on certain necessary conditions—which he calls a priori forms—and that these conditions structure and hold true of the world of experience. He also claimed mathematic judgments are synthetic a priori and in addition, that space and time are not derived from experience but rather are its preconditions.	Kant's perspective is very relevant in that it leads one to believe preconditions can be established to trigger the passion in groups for sustainable high performance, but also that there may not be a quantifiable measure for passion.
14	Psychological Collectivism	Group performance is measured and collectivism value is predicted by four dimensions (task performance, citizenship behavior, counterproductive behavior, and withdrawal behavior).Collectivistic orientation, a cooperative task structure, and equalitarian performance incentives results in higher levels of productivity	Passion for sustainable high performance may be assessable in groups where the individuals are matched up with their preferred orientation, but there is no specific mention of sustainability over time.

15	Bill Taylor The four leadership Styles	The researcher has spent time with truly remarkable employees in a vast range of fields. All of them have achieved tremendous success and impact, and none of them has done it in precisely the same way & he has also been able to identify four styles that capture their different approaches to the whys and how's of leadership, and come up with a set of 16 questions to help you figure out which style suits the best	The tool though has covered largely all aspects of the leadership but somewhere how passion has played a major role in enabling the employees to be in any of the category can be further explored upon
16	Obsessive passion, competence, and performance in a project management context - AdesuwaOmorede , Sara Thorgren, JoakimWincent	Theory says Obsessive passion is when people have a strong inclination toward an activity that they like, find important, and in which they spend significant time, but also feel internal pressure to engage in. As per other researchers, obsessive passion typically brings several negative consequences. The present study nuances the picture by showing that there are conditions when obsessive passion can be beneficial and that it has an important role for project management. Results support that challenging goals are attained to a greater extent if the project leader scores high on obsessive passion. Such obsessive passion, in turn, is a result of the project leader's competence (positive relationship) and the team's competence.	These results have important implications for theory and future research on passion, goal theory, and competence in projects or any other tasks. Many study show that obsessive passion is negative but somewhere it also shows positive indication. However Passion cannot be disconnected and therefore the research gives proper outlines on how it can be bracketed
17	The ordinary leader Book- Randy Greeser	The book says that having passion as a leader is one thing; inspiring passion in your employees is another thing. Employees will not automatically be passionate about the work they do. Perhaps for a short time they will, but if you are aiming for long term engagement and excitement, you should be	One of the quadrants in the model is on transformational leader, the book says that inspiring passion in employees will be an added element in this research in this quadrant where a leader shall inspire employees. The book doesn't give insights on how a leader who is

		intentional about providing inspiration. Employees inspire employees to be passionate by expressing genuine enthusiasm and articulating vision into reality	inexpressive can go ahead inspiring passion and how can he become transformational leader
18	Delloite Insights Why there is a lack of Passion	The three attributes of worker passion—the tendency to seek out difficult challenges, the tendency to connect with others to find better solutions, and the desire to make a significant impact—drive the risk- Lack of Passion : sense of instability putting pressure , discourage—people from experimenting, demanding that employees deliver results quickly without failures	These are various parameters in which passion level can be measured. Some important element other than the said like Working culture, financial stability, family issues are factors not considered in measuring passion
19	A Preliminary Field Test of an Employee Work Passion Model Zigarmi, Nimon, Houson, Witt, and Diehl (2009)	The study proposed a process model for the formulation of employee work passion using social cognitive theory as an underlying framework. Recognizing the issues in the existing employee engagement literature, Zigarmi et al. developed a cognitive model saying that defining employee work passion as a sense of well-being that a person becomes passionate about the work he or she does through a mental appraisal process. Therefore, modeling the formulation of employee work passion must include the measurement of latent constructs involved in the individual appraisal process (e.g., cognition, affect, well-being,	The theory highlights 2 factors 1. The passion is linked with employee engagement 2. The passion is dependent on Performance appraisals and Values of an employee. Either a study examining employee values and their effect on work passion, intentions or a study on employee dispositions and their effect on work. passion intentions would fill gaps in the present work passion literature

20	The Big Shift From Engagement to Passion John Hagel	John says there is no connection between employee engagement & passion. Enagaged employee can be productive for certain period but there is no research which shows that employee engagement makes employees more and more productive over the years. So study on Passion the Explorer has been done where one shifts the focus from employee engagement to employee passion. One can have an opportunity to create far more value and achieve far more of potential than ever imagined thru passion by navigating through the big shift from scalable efficiency to scalable learning.	A measure or tool to define which employees have high passion and their response is something which can be further researched upon
21	Scott Barry Kaufman; Increase your passion without getting obsessed	The study say that harmonious passion is correlated with flow — the mental state of being completely present and fully immersed in a task. Research shows that it's flow that is conducive to creativity, not obsessive passion. The positive emotions and intrinsic joy that is associated with harmonious passion is what propels one to greatness. By answering certain questions as set by the researcher, if a reader answers is as "No" then it's an obsessive passion which one should realize and improve	The study says Passion can be increased in certain way which also explains that it possible to measure passion but the study only identifies questions but doesn't give a strong measure to how employees can be measured under various parameters
22	Passion and personality: Is passionate behavior a function of personality?	The Dualistic model of Passion (Vallerand et al., 2003) has suggested that passion could take two distinct forms: harmonious or obsessive passion. However, the debate still remains open on the factors (contextual or dispositional) that are likely to influence the tendency to develop a passion for an activity. This research was designed to explore the	These outcomes nevertheless remain weak. More research is needed to focus on the contextual factors that could play an important role in the development of passion, mainly in its harmonious form.

		relations between passion and personality and to determine the strength of those links. The results show a pattern of relations between passion and personality that is consistent with previous research which highlighted the more positive/adaptive nature and consequences of harmonious passion, in comparison with obsessive passion	
23	Passion at work: Cultivating worker passion as a cornerstone of talent development Delloite Press	Passionate workers, are internally motivated through their desire to quest, connect, and make an impact. They focus on their own learning and achieving more of their potential rather than on preset metrics or external rewards. As a result, passionate workers often challenge conventions and offer new perspectives, and they are more likely to be able to step back and reframe the organization's approach to a specific task or to the entire market. They take on new challenges that may not advance (or may even be detrimental to) their careers, and as a result, pull their teams along with them to new levels of performance and to attempt promising, though possibly risky, ventures.	This study says that talent can be embraced by developing passion. By this study how employees are bracketed into various quadrants is missing which can be further studied and researched upon.
24	Creating Passion Driven Teams Dan Bobinski	If you want to create passion-driven teams, the only thing you can do is create the conditions in which the people on your team feel safe enough to release their treasured passion	The study hasfocused on how Passionate employees can create passionate teams. Key attributes that a leader should possess some of them like experimentation, resilience power which proposed research focusses on is missing
25	A Tale of Passion: Linking Job Passion and Cognitive Engagement to	The research linked job passion to two types of passion, harmonious and obsessive passion, to employees' work performance, via the mediating mechanism of	The study has been done on individuals to check their passion in link with cognitive engagement. Further research to investigate the impact of passion on

	Employee Work Performance	cognitive engagement (comprising attention and absorption).	other vital organizational behaviors such how does passion impact the behaviors in an organization can be explored and how can we help to become more passionate by understanding their job affect and psychological well-being
26	Self Determination Theory by Ryan & Deci	SDT posits that in order to grow psychologically, people need to satisfy their basic psychological needs of autonoproposed (a desire to feel a sense of personal initiative), competence (a desire to interact effectively with the environment), and relatedness (a desire to feel connected to significant others	Self determination to an extent has a strong relevance to being passionate. Elements like experimentation, resilience power which acts a key part of being self-determined or passionate is missing
27	On the Role of Passion in Performance Robert J. Vallerand,1 Sarah-Jeanne Salvy,2 Genevie `ve A. Mageau,3 Andrew J. Elliot,4 Pascale L. Denis,1 Fre ´de ´ric M. E. Grouzet,5 and Ce ´line Blanchard6	The study was designed to test the Dualistic Model of Passion with regard to performance attainment in two fields of expertise; Subjective Well being& Deliberate Practice. The study proved that if obsessive passion relates negatively with subjective well being, it would impact the performance	The study had connected well with the subjective well being but the competencies required to understand if proposed passion still exists, the parameters to the same is missing.
28	Purpose, Passion, and Performance at the Workplace: Exploring the Nature, Structure, and Relationship	The objective of this study was to examine the moderating role of passion between "Purpose & Performance." The empirical study with railway executives has proved that a work or a job is purposeful when the individual engaged in it derives a sense of pleasure of being involved. Passion is an affirmative agenda for human resource practitioners as an	If Passion is the What - then Purpose is the motivation behind the passion. However even Purpose is interdependent, as without Passion once may not define purpose as well. The study proposed directional associations between purpose and performance, but the alternative behavioral factors & various attributes of passionate

		intervention mechanism to promote the happiness quotient among employees.	employees that may influence the productivity of an organization is missing.
29	On the Role of Passion for Work in Burnout: A Process Model Robert J. Vallerand, Yvan Paquet, Frederick L. Philippe & Julie Charest1	The purpose of the present research was to propose and test a model on the role of passion for work in burnout in nurses. This model posits that passion is a distal predictor of burnout that sets things in motion by triggering a causal sequence wherein psychological mediators (work satisfaction and conflict) are activated. Then, in turn, these mediators lead to the experience of burnout.	It was posited that obsessive passion would positively predict conflict between work and other life activities, whereas harmonious passion was expected to negatively predict conflict. However research did not gave information on how can one move from obsessive passion to harmonious passion
30	Reawakening your work for Passion - HBR By Richard, Anne, Danile Goleman April 2002	This study has brought in various aspects and ways to reawakening one's passion of work	This study focusses on how to create lost passion however what are those attributes of a passionate leader is what is missing
31	Passion & Purpose : by American Express	The article focused that various philosophers argued whether passion or performance which is more important. Passion is often seen as antitode to seemingly boring careers or something that every person needs in order to be happy in their work. The truth is that not all have a true passion or the ability to peruse it as a vocation. Following one's passion may be dangerous career choice because passion can	If Passion is the What - then Purpose is the motivation behind the passion. However even Purpose can be interdependent, as without Passion once may not define purpose as well. The article has said that employees needs to recognize where they fall on the passion-purpose spectrum to effectively utilize the resources to achieve goals. However,

		come & go while purpose is more permanent in nature	the element of passion being undefined is addressed in proposed research
32	Show Your Passion in an Interview Using These 3 Tips BY Shabana Nawaz HBR	Passion can be demonstrated in an interview using " Why " rather "What". Talking beyond the jobs in terms of what is the new things you learnt or did recently & 3. What you did for free	As a part of implication, research focusses on including passion test at the time of interview.
33	Leveraging Passion @ Work - People Matters	This article highlights that It is important that people's passion are leveraged to achieve business objectives; if there is no alignment between people's passion and business objectives, organizations can't thrive for long. 5 parameters to identify passionate employees have been also shared	Proposed research has defined Job performance and passion separately, as performance is dependent of the passion itself. Hence this article has provided only general parameters and some other elements of experimentation, resilience power and element of feedback is missing

Conceptual Framework:

- Independent Variable

  Passion

  The Passion levels shall be measured based on 3 proposed parameters i.e. Exploration, commitment to domain, Spiritual Intelligence

- Dependent Variable

  Performance

The performance levels shall be measured based on 3 proposed parameters i.e. Skill, Adaptability, Interpersonal skills

- Moderating Variable

  Purpose

- Intervening Variables

  Age, Gender, Experience

Research Objectives:

1. To study the Passion of employees in Chemical, Engineering & Pharma industries.
2. To study Performance of employees in Chemical, Engineering & Pharmaindustries.
3. To study the relationship between Passion and Performance of employees in Chemical, Engineering & Pharmaindustries.
4. To study the impact of Passion on the Performance of Employees.
5. To design a working model for organizations to identify passion & performance of employees.

Operational Definitions

Passion : strong feeling of enthusiasm or excitement for something or about doing something. : a strong feeling that causes you to behave in particular way

Performance : performance" means continually achieving the preferred results in a manner that is as effective and efficient as possible

Exploration - Strive to Try new things/ Being creative/ Looks out better ways to do things Innovates

Commitment to Domain - Long-term commitment can be understood as a desire to have a lasting and increasing impact on a particular domain and a desire to participate in that domain for the foreseeable future by making most of the impact.

Spiritual Intelligence : Its an ability to access higher meanings, values, abiding purposes, and unconscious aspects of the self and to embed these meanings, values, and purposes in living richer and more creative lives.

Skill - Skills are the expertise or talent needed in order to do a job or task. Job skills allow you to do a particular job and life skills help you through everyday tasks.

Adaptability – It's a skill refers to the ability of a person to change his actions, course or approach to doing things in order to suit a new situation. ... It encompasses being able to effect changes in a course of action with smoothness and timeliness, without any major setbacks.

Interpersonal Skill- Interpersonal skills are abilities demonstrated by adeptly interacting with other people. Its employee's ability to work well with others & range from communication**,** listening & attitude.

Purpose - Purpose is defined as to plan or intend to do something, significance of living or existence in general.

Obsessive passion (OP) - refers to a controlled internalization of an activity in one's identity that creates an internal pressure to engage in the activity that the person likes. ... Passion can fuel motivation, enhance well-being, and provide meaning in everyday life.

Harmonious passion (HP) refers to an autonomous internalization that leads individuals to choose to engage in the activity that they like. HP promotes healthy adaptation

Brownout - which literally means "power dip", is closely linked to the decline in employee engagement. These employees lack vision and have a lack of perspective on their tasks.

Dependent – One who is dependent on others for any work to be accomplished

Research Methodology:

Descriptive Research & Exploratory research – The research will be a descriptive study which will be including survey and fact finding enquiries on how passion and performance are interlinked based on the interviews and responses received based on which critical evaluation shall be made. It will also have exploratory research to determine if the proposed model will work before definite conclusion after the test on employees.

NO.	TITLE	DESCRIPTION
1	Sampling Design	Population – 2600 employees approx. Sample Size – 600 Type - Convenience Sampling
2.	Name of Organizations	Bayer CropScience L&T Aarti Ltd Atul Ltd. Deepak Nitrate Ltd. United Phosphorous Ltd. Reliance SRF, BASF, Bosch Engg

		Pidilite, Anchor Electrical Blue Star, Themis, Vadilal Welspun, Blue Star Olive healthcare Cadila Pharma Torrent Pharma Mangalam Zydus Pharmaceutical Industries Biochem Pharmaceuticals
3.	Universe of the study:	Manufacturing Units in Gujarat
4.	Units of observation:	Employees/ Managers of Chemical, Engineering & Pharmaindustries

These are Giant and reputed companies in Gujarat. These set-ups has considerable diverse set of employees, strong people processes & are proven sustainable companies with successful growth trends.

Hypothesis of the study:

Hypothesis: 1 To study the relationship between Passion and Performance of employees in Chemical, Engineering & Pharma industries

Null Hypothesis: There is no significant relationship between Passion and Performance of employees in Chemical, Engineering & Pharmaindustries

Alternative Hypothesis: There is a significant relationship between Passion and Performance of employees in Chemical, Engineering & Pharmaindustries

Hypothesis: 2 To study the impact of Passion on the Performance of Employees in Chemical, Engineering & Pharma

Null Hypothesis: There is no significant impact of Passion on Performance of Employees in Chemical, Engineering & Pharma

Alternative Hypothesis: There is a significant impact of Passion on performance of Employees in Chemical, Engineering & Pharma

Hypothesis: 3 To study the relationship between Passion and Age of employees

Hypothesis:4 To study the relationship between Passion and Gender

Hypothesis:koko 5 To study the relationship between Passion and Experience of employees

In all the above reviews, plotting of the employees and thereby the framework model is absent, which is the key differentiator in proposed research.

Research Design:

The research method is based on qualitative and quantitative research method, which focus on social phenomenon which will be based on interviews, observations, and questionnaire as tool. The intent is to gain an understanding of underline reasons, opinions and motivations, which can be derived aptly through by both these research methods only.

Data Analysis:

Questionnaire

- The data will be collected in two ways Primary data and Secondary Data. The Primary Data will be collected through the **Questionnaires** containing 44 questions. The questionnaire and interviews was pre-tested by 45 employees to ascertain validity and reliability using 5-pointed Likert scale method.
- Secondary Data : Data shall be collected that are already available for the present study & from different Journals, Articles, Books, Magazines and Internet Materials etc.

Sources of data:

Employees of private organization in Chemical, Engineering & Pharma Industries

Statistical Tool: SPSS

Statistical Methods –The data here refers to analysis of parameters along with understanding of patterns of responses and behaviors through below tools.

Regression Analysis, Correlation, Chi- Square Test

Expected Results

Many times employees work in an organization with high influence of external factors like Parental pressure, economical condition, environment in which they have been brought up, which in directly impacts their work & mental wellbeing. This study will help the employees to know whether they are passionate about what they are doing and even organizations can benefit to understand where the employees in the organization are plotted in the tool.

Hence this study will give a new hope to individuals and organizations to channelize the way they want to be in their lives or contribution to the organization.

Limitations of the Study

1. The information has been collected from the respondents only who are working in a manufacturing set up
2. The varied cultures in terms of region, age and other demographics in different countries (developed and underdeveloped) are not considered.
3. The outcomes generated from the study are based on the samples from a region and the same cannot be incorporated to other regions.
4. The limited sample size constrained to focus on the broad cultural and environmental issues
5. Parameters and variables can further be explored which required for organization's growth.

Chapters

The Chapter Scheme for the proposed research work will be asfollows:

1) Abstract
2) Table of contents
3) Introduction
4) Significance of the Study
5) Objectives of the Study
6) Literature Review

7) Statement of Problems
8) Statement of Hypothesis
9) Research Methodology
    a) Research design
    b) Sources of Data
    c) Sampling Techniques
    d) Limitations of Research
10) Analysis of Data
11) Conclusions
12) Scope of Future Research
13) References
14) List of Tables
15) List of Figures
16) List of Publications

Timelines of Research Study

Chapters	**Description**	**Timeline Tentative (38-40 months)**
Chapter 1	Introduction	2 month
Chapter 2	Review of Literature	3 month
Chapter 3	Conceptual Framework	3 month
Chapter 4	Research Methodology	8 month
Chapter 5	Tabulation of Data Analysis & Interpretation	12 months
Chapter 6	Observation & Research Findings	5 months
Chapter 7	Appendix & Synopsis	5 months

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